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File No. C 28(2)/46

Legal Deptt.

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Subject:— Provincial Services

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19/4/55

(1) Copy of a letter from the Government of India, Home Department No. 380/45-Ests., dated the 15th August 1945.

Subject: - Proposed setting up of an organisation to investigate and advise on the methods of selection for recruitment to various branches of the Public Service.

The Government of India propose to set up an organisation to investigate and advise on modern methods of selection for the purposes of recruitment to the various branches of the public service and for more general employment purposes, such as suitability for industrial and vocational training, for any particular form of employment, or for higher education. These modern methods of selection, involving the use of trained psychiatrists and psychologists, have been developed by the Army during the war and used not only for the selection of officers, their main object, but also for other purposes such as testing the suitability of volunteers for the commandos. It is anticipated that the knowledge and experience gained by military practice during the war will enable these methods of selection to be developed and applied to a wide variety of civil needs.

2. The proposed organisation is conceived as a research and advisory body with a trained selection staff available for deputation for specific selection tasks. It is intended to make the organisation available, if required, for consultation by Provincial Governments and Public Service Commissions and eventually, perhaps by large employers of labour. It will be prepared to investigate and advise as to the application of these methods of selection to any particular purpose and, a scheme of selection having been decided upon, to place its trained selection staff at the disposal of the borrowing authority in order to carry out that scheme.

3. The organisation's first task will be the preliminary selection of Indian candidates for war reserved vacancies in the I. C. S. and I. P. and in the Central and Provincial Service. For this purpose a selection staff sufficient to maintain two

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or perhaps three selection boards, will be placed at the disposal of the Federal Public Service Commission. As regards Provincial Services, the recommendations of the selection boards in regard to the various candidates will be placed at the disposal of the Provincial Governments.

4. Among the Central Departments, the Labour and Education Departments and the Railway Board have already indicated that they will be able to make use of the proposed organisation in various ways. It is possible that Provincial Governments may also be able to make use of it in regard to some of the numerous processes of selection with which they are faced from time to time. The Government of India would be glad to have the views of the Bombay Government generally in regard to the establishment of the proposed organisation, and to be informed whether the Provincial Government think that they will be able in due course to x
x
to utilise its services. An early reply is requested.

4 C.
V.R.K.
2/7/56

Copy of Government express letter, Political and Services
Department No. 9049/34-Dg dated the 4th October 1945.

Subject: - Proposed setting up of an organisation
to investigate and advise on the methods of
selection for recruitment to the various
branches of the Public Services.

Reference your letter No. 380/45-Ests. (Secret), dated
the 15th August 1945 on the above subject. The establishment
of the proposed organisation will be ~~xxx~~ welcome to the pro-
vincial Government and it will be able to utilise its services

Copy of letter from the Government of India, Home
Department, No. ~~380/45~~ 380/45-Ests(R), dated the 31st April
1946.

With reference to the Home Department letter No. 380/45
Ests., dated the 15th August 1945, and replies thereto, I
am directed to say that the Government of India have set up
as an experiential measure an 'Employment Selection Bureau'
with Mr. H. Vinden, CIE., as Director, and Mr. C.K. Phillips,
as Secretary. The Bureau will have its headquarters until
further orders at New Delhi. The functions of the Bureau
will be as follows: -

(a) To investigate and advise the Government of India, the
Federal Public Service Commission, and Provincial Governments
on the application of technical methods of selection for
purposes of recruitment to the various branches of the public
service and for more general employment purposes, such as
suitability for industrial and vocational training or for
any particular form of employment;

(b) to train and maintain a selection staff for the purpose
of carrying out these methods of selection; and

(c) to superintend the technical work of the Civil
Selection Boards set up by the Government of India for the
preliminary testing of candidates for war-reserved ~~xxxxxxxx~~
vacancies in the Indian Civil Service, the Indian Police, and
the Central and Provincial Services.

2. Except on matters relating to policy, the Director of
the Bureau has been authorised to correspond direct with
Provincial Governments.

4 C₂
V.R.K.
2/7/56

(contd).

CONFIDENTIAL

No. 9049/51-D
Political and Services Department
Bombay Castle, 24th April 1946.

Forwarded with compliments to -

The Secretary, Bombay-Sind Public Service Commission,
All Departments of the Secretariat (except the Separate
Department),
For information and guidance.

By order of the Governor of
Bombay,

SI/-

For Chief Secretary to the Government of Bombay,
Political and Services Department.

Copy forwarded for information to the Secretary to the
Governor.

4 copies
V.R.K.
2/7/56.